Chris Gratn

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SUMMARY

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

SKILLS

Talent
Employer Branding • Sourcing

Operations
Benefits Administration • HRIS (Workday/BambooHR)

People Practices
L&D • Succession Planning • Employee Relations

Compliance
Diversity & Inclusion • GDPR

WORK EXPERIENCE

HR Business Partner — Altenwerth, Grady and Kub (Oct 2023 - Jan 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 6 points.

People Operations Manager — Hettinger - Leuschke (Apr 2021 - Oct 2024)

- Implemented a performance review program which improved engagement scores by 7 points.
- Led recruitment for 34 roles across EMEA/US, reducing time-to-hire by 35%.

People Operations Manager — Schulist - Ondricka (May 2014 - Sep 2019)

- Implemented a performance review program which improved engagement scores by 19 points.
- Led recruitment for 10 roles across EMEA/US, reducing time-to-hire by 30%.
- Rolled out benefits and L&D programs that increased retention in key teams by 8%.

HR Manager — Powlowski, Jacobi and DuBuque (Oct 2018 - Nov 2023)

- Rolled out benefits and L&D programs that increased retention in key teams by 6%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 125 roles across EMEA/US, reducing time-to-hire by 30%.
- Implemented a performance review program which improved engagement scores by 13 points.

People Operations Manager — Ernser, Senger and Kemmer (Oct 2020 - Present)

- Implemented a performance review program which improved engagement scores by 16 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

B.A. Business Administration, Zemlak and Sons College (2017)

CERTIFICATIONS

- CIPD Level 5/7
- PHR

PROJECTS

doloribus - Business-focused asymmetric policy

totam trucido error - Implemented data-driven circuit https://infatuated-bob.biz